FOR MYSORE STATE

Secrtt. H-27—100,000—27-5-48.

Finance (1948) Department.

Ms SERIES.

G.O. No. 471

Dated 13-5-48

[Despatch Abstract.]

Establishment - Contingent - Recommendations of the Cabenet Salaries committee regarding fixation of pay - proposals - dropped.

Finance (Salaries) Departmen

An extract of the recommendations of the Cabinet Salaries Committee which relate to the Development Department is communicated to that department for taking necessary action. The Development Department is informed that Finance Department is taking necessary action on Recommendations Numbers 2.3.6-16, 21,24,27 and 35.

A copy of the Committee's Report, its notes dated 3-12-46, 24-12-1946 and the Cabinet Decision dated 27-12-1946 have already been sent to the department. A copy of the Committee's note dated 27-12-1946 is enclosed.

Extracts from the Recommendations of the Salaries Committee 1946.

Part I - Chapter I - Government Servants - Conditions - relating to pay.

Recommendation 18: In the case of contingent, day extra and piece work establishments, these posts in which some skill, training or experience is acquired in the course of service should be put on suitable incremental scales. Such strength of them as would be required permanently for the normal work of the department should be made permanent and converted into g regular establishment; the remaining strength of posts put on time scales and all other posts should remain temporary on the present basis of payment according to market rates. Suitable rules should be framed to enable workers in these posts to earn leave on pay and gratuity after a certain length of continuous service.

Government should classify the various classes of workers paid from contingencies in each department and fix suitable market rates uniformly, from time to time, for the entire province or groups of districts in the Province.

Wherever pay is allowed on the basis of market rates, no allowances of any kind e.g., house allowances or dearness alowance should be separately given.

Recommendation 20: When Government servants in the above kinds of establishment are put on time scales of pay, initial pay in the scales should be fixed in the manner indicated in Section 8 of Chapter I. In the case of employees drawing pay at daily rates, the existing pay should be taken as the daily rate drawn during the previous month, multiplied by 26. In the case of contingent establishment paid at market rates, the existing pay should be taken as market pay less the dearness allowance.

Development (J) Department.

To A.S.

Submitted for perusal. Copies of extracts on pp. 1-7 below may be given to sections dealing with services for necessary action.

Give them copies at onee.

S.G.A. 16-1.

(Sd) .....

Superintendent.

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SUPERINTENDENT

SP/14.5. THE MADRAS RECORD OFFICE.

Finance Department.

Memo No. 13197 Sal/47-1 dated 25th March 1947.

ESTABLISHMENT - Contingent - Recommendation of the Cabinet Salaries committee regarding fixation of pay.

The Cabinet Salaries Committee has recommended that in the case of contingent establishments for which some skill of experiance is required in the course of service should be put on suitable incremental scales, that the Government should classify the various classes of workers paid from contingencies in each department and fix suitable market rates uniformly from time to time for the entire Province of for areas in the Province, and that wherever pay is allowed on the basis of market rates, no allowance of any kind (e.g. house allowance or dearness allowance) ~~of any~~ should be given separately. For this purpose, it has been suggested that the contingent establishments paid at market rates may be ~~suppl~~ grouped as follows for purposes of pay:-

(a) Semi-skilled staff, if any cannot be given incremental scales.

(b) watchman, Chowkidoss, Watermen, masalchis, etc.,

& (c) Sweepers and scavengers,

and that the entire Province may be broadly classified into:--

(1) Madras and Hill Stations,

(2) Towns with a population of over 50,000

(3) All other areas.

and rates of pay fixed for the above classes of servants in each of these areas. The Board of Revenue is requested to consult selected Collectors in this regard and offer its remarks on the above suggestion at a very early date.

The Board is also requested to report which calsses of workers under its control should be placed on time-scales, and at what rates, and what strength of these should be made permenent.

(Sd) .....

4.3.47.

/True Copy/

To the Board of Revenue
(L.R. &.I.)

Superintendent

SP/15.5. Madras Record Office.

R E V E N U E D E P A R T M E N T.

S U B J E C T.

ESTABLISHEMENT - Contingent - Pay and conditions of services - Cabinet Salaries committee's recommendations - Board's remarks - Submitted.

Station: Madras. B.P.Mis.211. Dated 18-2-48.

From

C.A. Ramakrishnan Esq., I.C.S.,
Joint Secretary.

W.R.S. Sathianathan Esq., I.C.S.,
Commissioner of Land Revenue and Commercial Taxes.

B2. Read the following:-
Government Memo. No. 13197/47/dated 26-3-47, Reports from select Collectors.

B.P.MIS;

The Board has examined the proposals contained in the Government Memorandum cited above, in connection with select Collectors, and also the folly remarks.

2. Except in the case of masalchis, the rest of the establishment now paid from contingencies need not be paid ~~not~~ be incremental scales. The masalchis work just as hard as peons. The masalchis are generally sons of peons or daffadars and they wait patiently until a vacancy arises in a peon's post. They dare not give up the job inspite of its miserable pay for fear they would thereby lose a claim to any peon's vacancy. The Board would urge giving the masalchi an incremental scale just as a peon, the only difference being that he need not be made permanent.

3. The Board would divide the rest of the servants as part-time and whole time. As regards the rates to be paid to whole time servants, the term market value is vague. The Board would suggest that the rates for those whole time servants should generally be not less than that paid for the same type of work in neighbouring mills and factories. It should be left to Collectors to fix the rates according to local conditions subject to maximum and minimum to be prescribed from time to time.

For the purpose the Board agrees to a division of the province into (1) Madras and all stations (2) towns with more than 50,000 population and (3) rest of the area, with the modification that along with Madras, other cities ~~where cities~~ where cost of living is approximately the same should be included.

4. As regards past time servants the Board considers that they may be given a reasonable pay of not less than Rs. 5 p.m. taking into account the No. of hours they work for Government.

5. A such many of the reports of the Collectors consulted and a statement showing the rates of pay now paid in those districts are enclosed.

/True Copy/ (Sd) .....

SP/15.5. for Joint Secretary.

To
The Secretary to Government,
(Finance Department.)
(With copies of statement)

Superintendent
Madras Record Office.

16.5.

District. (1)	Contingent establishment. (2)	Collector's recommendations. (3)
1. Tinnevely.	1. Masalchis. 2. scavangers. 3. Punka pullers.	No skill or experience is required and No time scale is necessary for any of those. Masalchis and Sweepers may be made permanent. Punka pullers may go away when buildings are electrified. Palamkottah should be regarded as a town with a population of more than 50,000. Punka pullers and thotis get pay Rs. 11-4-0 and DA. Rs. 16/- Others get pay Rs. 15 in municipalaties and Rs. 14/- elsewhere plus D.A. Rs. 16. This may be continued.
2. East Godavari.	i. Malsalchis ii. Gardeners. iii. Boat sarangs. iv. Chairmen. v. Punka pullers. vi. Thotis. vii. Watchers. viii. watermen.	Tobe made permanent on peon's scale of pay Rs. 16-½-25. The others are part time serva and it is beneficial to Government to pay them from contingencies.
3. Madura.	i. Masalchis. 17 ii. Chairmen. 14 iii. Garderner. 1 iv. Chowkidars in C.S. Department v. watchmen. vi. Watermen. vii. Punka Pullers.	Semi-skilled staff nil. These are whole time servants and may be made permanent (except chowkidars) Others need not be made permanent. Masalchis and garderner who are getting Rs. 12 at Headquarters and less in taluks may be given the scale Rs. 12-1/2 - 16.
4. South Arcot.	i. Masalchis. ii. Punka pullers. iii. Scavengers. iv. Chairmen. v. Maistries under M.I.Os. vi. Chowkidars.	None of these need be made permanent. nor given time scale neither skill or experience required. Masalchis and Punka pullers now get Rs. 7 and D.A. Rs. 16 This rate may be continued. Scavangers now get Rs. 1 to 4. A flat rate of Rs. 5 without any allowance is recommended. Chairmen and Maistries are employed temporarily at market rates. No need to differentiate between towns having 50,000 people and those with less.

* Chairmen may be given peon's scale i.e. Rs. 16-½-25. Present Hill allowance may be allowed.
Punkapullers may be paid Rs.8 or Rs. 10-with D.A. 16Rs.

District. (1)	Contingent estt. (2)	Collectors recommendations. (3)
5. Kistna.	i. Masalchi. ii. Boat sarang. iii. Punka puller.	These may be given Rs. peons pay Rs. 16-½-25.
	iv. Thoti. vi Watermen.	Present pay Rs. 11 - sufficient. Present pay Rs. 5 may be raised to Rs. 12.- no. D.A. necessary.
6. Salem.	i. Masalchi. ii. Watchmen. iii. Punka puller. iv. Scavanger & Sweepers. v. Bunglow watcher. vi. Watermen. vii. Chaimen (Measurer) viii. Opium clerk. ix. Female warder.	Chaimen alone need be made permanent on peons scale Rs.16-½-25 plus D.A. They can be classed as skilled workers. All others stop away as they like. First they come with the hope that they will be given peon's post and if they are not given a the job they expect they walk away. They are daily workers leaving the job when they are given more wages elsewhere.
7. Vizagapatam.	i. Punkapullers 34 ii. Tappal coolies.2 iii. Sweepers 27	These being whole time servants may be made permanent on the scale of pay Rs. 12-½-17.
	iv. Scavangers. v. Garderners. iv. Watermen.	Rest may be paid from contingencie

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Superintendent

SP/15.5.

Madras Record Office.

14/5

Class of Workers	East Godavari		Madura		Tinneve.
	In Places with popu- lar~~ities~~ Over 50,000	Other areas	Over 50,000	Other areas	Over 50,000
(1)	(2)	(3)	(4)	(5)	(6)
1) Masalchis	Rs. 25 -27	Rs.23/-	Rs.28/-	--	Rs.31/-
2) Watchmen and chowkidars	--	-	Rs.28/-		Rs.31/-
3) Watermen	--	--	Rs.13/-		--
4) Gardeners	-Same as Item-I- Rs. 25-27	Rs.23/-	Rs.28/-		Rs.31/-
5) Panka-Pullers.	-	--	Rs.23 24.		Rs.27-4-
6) Boat sarangs	s. 20-21	Rs.18/-	--		
7) Chain men	s. 20-21	Rs.18/-	Rs.28/-		
8) Scavengers	--	--	--		
9) Sweepers	--	--	--	--	
10) Thoties	--	--	--	--	Rs.27/4/
... Female Warders	--	--	--	--	--

All Paid from contingencies and paid at Rs.31/-.

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SP/27.6.

ly Other areas	Kistna Over 50,000	Other areas	South Arcot Over 50,000	Other areas	West Godavari Over 50,000	Other areas	Salem. Over 50,000	Other areas.
(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Rs.30/-	Rs.30/-	--	Rs.23/-	--	not furnished		Rs.24/-	Rs.22/-
--	--	--	--	--	--	--	Rs.28/-	--
--	Rs.5/-	--	--	--	--	--	Rs. 5 to 7	--
Rs.30/-	Rs.31/-	--	Rs.23/-	--	not furnished		Rs.24/-	Rs.22/-
Rs.27.4.0.	Rs.26/-	--	Rs.23/-	--	--	--	--	Rs.20/-
--	Rs.31/-	--	Rs.	--	--	--	--	--
--	---	--	--	--	--	--	Rs.28/-	Rs.28/-
--	-	--	1 to 4	1 to 4	--	--	--	Rs.20/-
	--	--			--	--	--	Rs.20/-
Rs.7/4/0	Rs.27/0/0	--	--	--	--	--	--	--
--	--	--	--	--	--	--	Annas 5 a day and D.A. Rs. 16/-.	

SUPERINTENDENT

Madras Record Office.

27/6.

GOVERNMENT OF MADRAS.

ABSTRACT.

ESTABLISHMENT - Contingent - Recommendations of the Cabinet Salaries Committee regarding fixation of pay - proposals - Dropped.

FINANCE DEPARTMENT.

G.O.Ms. No. 471. Finance dated 13-5-1948.

Read the following:-

Memorandum No. 13197 Salaries/47-1 dated 25-3-1947.
From the Board of Revenue No. B.P.Mis. 211 dated 18-2-1948.

O R D E R:

The Board of Revenue is informed that the Governments after further consideration have decided not to pursue the proposals in the Memorandum cited.

Sd) .....

7-5-48.

To
The Board of Revenue, Madras.
The Departments of the Secretariat.

/True Copy/

Superintendent

SP/15.5. Madras Record Office.

16/5